TEAMSTERS DEMOCRATIC UNION FOR A DEMOCRATIC UNION

CONVOY DISPATCH

June/July 1987
#71

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Who Will Control the Teamsters Union?

During the second week of June, the nation was bombarded with the news that the government was preparing to place our entire union in trusteeship. Television and newspapers jumped on the story. The *Chicago Sun Times* front page headline screamed "Uncle Sam Wants the Teamsters." Most stories carried the expected statement from IBT headquarters that it was all a plot against free trade unionism. Many also carried TDU's viewpoint.

Amid all the hoopla, one important fact was generally overlooked by the media, government officials and certainly top IBT spokespersons: that the rightful owners of our union are the 1.6 million Teamsters who drive trucks, work in warehouses, factories and offices...and who pay the dues. Also left out was the message that, above all, corruption hurts working Teamsters. We suffer when sweetheart deals are cut. We get substandard pensions when our funds are drained by ripoffs. We pay for management and union corruption with our jobs, working conditions and our democratic rights.

Trusteeship Would Not Work

Big questions are raised about the Justice Department's plans to put our union in trusteeship. It is unlikely that it would even be workable. Removing the eighteen top officers of the IBT would leave over 99% of full-time Teamster officials in place. It would also leave in place the current method of choosing top officers and changing the constitution, the convention held once every five years. The power brokers who installed Presser, and have kept him there, would just pick whoever they wanted at the next convention, despite the trusteeship.

Under a trusteeship, who would negotiate our contracts? Would the same government negotiators who are working now to drive down postal workers' wages sit across from UPS management during the UPS negotiations? Far from being an answer to our union's problems, trusteeship would only create more while failing to oust corrupt officials.

Rather than interfering in our union's affairs, the Justice Department should aid Teamster members in the fight to regain control of their union. The best way would be by giving us real democratic control—the right to vote for our top officers.

The June 10 announcement of the Justice Department's intention to sue for trusteeship came as no surprise to TDU. Alerted to the possibility in 1986, the TDU Steering Committee solicited legal advice and conducted discussions in January and again in march. Based on those discussions and membership input, a memorandum was prepared to the Justice Department, objecting to the use of trusteeship and detailing an alternate plan. TDU stands by the proposals set out then, which would give Teamsters the tools to sweep corruption out of our union by means of a government-supervised election, one person-one vote, for all top officers. Details of this proposal and what you can do to help are listed on page 12.

An Opening for Democracy

After you cut through all the media hype, saber-rattling (by the government) and indignation (by Presser and Co.), a couple of facts become clear:

- *This is our chance to push for the right to vote.* If the government is willing to consider something as drastic and unworkable as trusteeship, they will be hard-pressed to argue against the TDU proposal for supervised elections.
- *The rank and file need a louder voice.* Since 1976, TDU has grown in numbers and experience. We have often been the only voice of the rank and file. We have consistently exposed and organized against any outside "control" of our union—be it the Mafia or over-paid officials concerned only about their own welfare.

Our 1986 campaign for the right to vote resulted in nearly 100,000 Teamster signatures on a petition. When Presser and Co. refused to act, we took the battle to court. Cases are now proceeding against the Department of Labor for their failure to protect our rights and against Presser for the money he and others stole from Cleveland Local 507.

We are using every means possible to win control of our union, have made giant steps and now have another opening. But as the events of the last several weeks have shown, our voice needs to be bigger, louder and clearer than ever before. Now is the time to show the media, the American public, the government and Presser that *we rank and file Teamsters* will have the last word on who controls our union.

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Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313) 842-2600

From the Members

Watch Out for First UPS Offer

To brother and sister UPSers: an "innocent until proven guilty" clause in our contract would do a lot to reduce petty harassment by management. Also, let's make sure we don't get stuck with a dangerous drug testing procedure. One way to ensure a better contract will be to turn down any first offer and make our negotiators work as never before. TDU supports us, let's support TDU.

Vern Kays
Local 639
Alexandria, Virginia

Officers Need to Get Educated

Wouldn't it be nice—if only our elected officials would attend some of the many labor forums and mingle with leaders that are dedicated to the spirit of true democracy and workers rights?

John Carter
Local 550
West Islip, New York

Let's Stand Up For Our Rights

We need more members to stand up for their rights. Believe me, you will feel better for it, knowing in your heart that you are trying.

Earl Wymer
Local 175
Charleston, West Virginia

Hold Companies To the Contract

TDU needs to keep focusing on the right to vote for our union officials at all levels. We also need to get to the point where we can make companies keep signed agreements.

Frank Andrews
Local 170
Holliston, Massachusetts

OUR COMPANY IS GROWING! AND WE WANT TO PUT OUR WORKERS AT THE VERY FOUNDATION OF THAT GROWTH!!
YEH! HOW?
FERTILIZER!!
CONCESSIONS
HUCK

Win Respect We Once Had

If it's not too late—let's work to win back some of the strength and respect the Teamsters once had in the workplace.

Marion Roution
Local 100
Amelia, Ohio

We Need Right to Vote on Officers

The primary issue that TDU should focus on and the main thing I want to see is winning the right to vote for our International Union officials.

C.W. Page
Local 957
Dayton, Ohio

Put TDU in Your Will

Several Teamsters have requested information about putting TDU in their wills. We welcome this form of support for the future of our union, and will provide information upon request to anyone interested.

How To Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

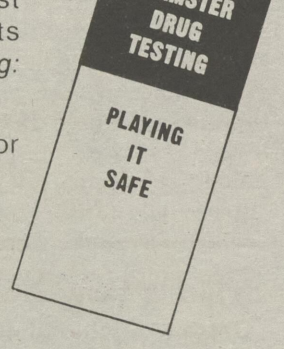
TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 289-8415.

Is Your Job On the Line?

It could be, and not because you use drugs. Dozens of innocent Teamsters have already lost their jobs. Don't let it happen to you. Get the facts from this new brochure, *Teamster Drug Testing: Playing It Safe*, published by TDU.



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Send to: TDU, P.O. Box 10128, Detroit, MI 48210

TDU Steering Committee

Co-Chairs:
Pete Camarata, #299
Dan Campbell, #486
Joseph Day, #170
Linda Gregg, #435

Organizer:
Ken Paff, #407

Trustees:
John Braxton, #623
Mike Friedman, #407
Doug Mims, #728

Members:
Doug Allan, #208
Millie Grant, (#728)
Diana Kilmury, #213
Tom Pizzuto, #863
Mike Savwoir, #41
Pete Sercombe, #150
Gail Sullivan, #278

Alternates:
Archie Cook, #705
Sam Fenn, #63
Delmar Bequette, #600

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1986 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

What You Need to Know

Drivers License Law Implemented

On July 1 most commercial drivers will be required to turn in all but one of their state licenses, as a result of the first regulations imposed under the Commercial Motor Vehicle Safety Act. This article attempts to answer some of the questions that may arise about single licensing and other aspects of the law. For a full set of the regulations, contact the TDU national office.

1. Who is covered under the law? The single drivers license applies to any driver of a vehicle over 26,000 pounds, any driver hauling hazardous waste materials, or driving a vehicle designed to carry at least fifteen passengers.

2. When do I turn in my extra licenses? Drivers must turn in additional licenses to the state of issuance as of July 1, subject to the exception discussed below. below

3. What is the exception? If you drive through states that require non-residents to have a state license, you will be permitted to keep those extra licenses until December, 1989.

4. What are the new requirements for reporting moving violations? Drivers must notify the employer of each moving violation within 30 days of the occurrence, *including violations in personal vehicles*. Drivers must also notify the home state of any moving violation in another state. Drivers must also notify the employer of any license suspension, revocation, cancellation or other disqualification.

5. What's the penalty for not reporting these occurrences to the employer or state? Drivers can be fined up to $2,500 for each offense and, in some cases, criminal charges can be brought.

6. Are there new disqualification rules? Yes, and they're strict. A minimum of one-year suspension of your license will be applied to drivers who, while operating a commercial vehicle, are caught driving under the influence of alcohol or drugs, use the vehicle in committing a felony or leaves the scene of an accident. A second conviction can result in disqualification for life. Conviction for two serious traffic violations, such as excessive speeding or reckless driving, in a three-year period will subject the driver to a minimum 60-day disqualification.

7. Will the government establish a new blood alcohol level down from the current .10 in use in most states? The DOT secretary must establish a blood alcohol standard by October 27, 1988, which would cover all commercial drivers. If no standard is set by that time, a blood alcohol level of .04 will automatically go into effect.

8. Is this leading to one national drivers license? Possibly. By April 1, 1992, all drivers must have a license issued in accordance with federal standards which are to be established by the DOT secretary by June 15, 1988. These standards will include written and driving tests for different vehicle classifications, passing criteria and with all information to be included on the license. Regulations on disqualification provisions must be issued by this date. Furthermore, a driver information center to establish a national telecommunications network for filing and exchanging licensing history and the driving records of all commercial drivers will be set up and be in effect by October 1, 1993.

New York State TDUers File Suit Over Pension Plan Stock Fraud Scandal

It finally happened: stock fraud scandals have traveled from the canyons of Wall Street to the halls of the Teamsters Union. Stock brokers from Stein, Roe and Shearson Lehman Brothers, two big names in the world of finance, are charged with manipulating stock accounts of the upstate New York Pension Health and Legal Benefit Funds to profit those who brought them the fund accounts.

TDU members Paul Countryman and Raymond Lee filed a class-action suit against the brokers and the trustees of the funds. The suit charged that the trustees, their families and friends were rewarded for steering the funds' investment business to Stein, Roe and Shearson Lehman.

The same allegations are the subject of a Securities and Exchange Commission (SEC) hearing underway currently in Utica, New York, the home of the funds.

In the SEC case, stock brokers John Giura, Nicholas Gentile, and the brothers John and George Inserra are charged with setting up a special account for the Teamster funds. If the stocks went up they were transferred to the trustees' accounts, if the stocks went down they were put into the Teamster fund accounts.

The complaint asks for triple damages for the losses suffered by the members' funds, for reimbursement of commissions paid to the stock brokers and for orders removing the trustees.

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation and reforming safety regulations—the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street NW
Room 612
Washington, DC
20036
(202) 785-3707

Unity Puts Steward Back In Position

The owner-operators hauling cars for Howard Sober Inc. out of Port Newark, New Jersey have a reputation for toughness and solidarity. When Sober presented proposals which would cut the pay of some drivers up to $10,000 per year, these Teamsters were furious. They asked for clarification to avoid changes put in effect while they were on road.

That day, their elected steward Mike Nastasi, was told by BA Al Vallee that the company was requesting his resignation as shop steward as well as the resignation of alternate steward Don Ferraro. Vallee agreed with the company and apppointed replacements.

After meeting with the TDU organizer in New Jersey, the Sober members circulated a petition demanding the reinstatement of Nastasi and Ferraro. The petition was sent to Joel Jacobson, the court-appointed trustee of Local 560. Jacobson was replaced by the judge overseeing the trusteeship, and the new associate-trustee, Frank Jackiewicz met with Nastasi, heard his side of the story and promised to investigate further.

On May 29, Jackiewicz met with Vallee, Nastasi and the appointed shop steward. Jackiewicz told them that he determined that Nastasi and Ferraro had done no wrong and should be returned to their positions.

Legal Briefs

New Study Claims Twin Trailers Twice as Accident Prone.

The Insurance Institute for Highway Safety, a Washington-based research institute, has concluded that, "Compared to their numbers on the highways, double configuration trucks are two to three times more likely to be involved in crashes than are tractor-trailers."

The study is one of many concerned with doubles' safety. It is unique because it compares doubles and semis under the same road conditions. The institute criticized earlier studies which found doubles only slightly more unsafe because they had compared the two trucks on the basis of miles driven. Because doubles are generally limited to the more favorable conditions (like divided highways), these studies skewed the results in favor of doubles.

The study shows that doubles have twice the involvement of semis in single-vehicle accidents. Empty and partially loaded trailers are considerably more dangerous. Drivers with more than six hours of driving time had an increased likelihood of crashes. These results provide added evidence that doubles have greater instability, and that their handling problems cause greater driver fatigue. The study provides strong support for tighter regulations on doubles' use, and should discourage Congress from attempting to create a federal network for triples and other longer combination vehicles which have much greater safety problems than doubles.

Florida Court Rules that Management Employees Are Liable.

In May, the Florida Supreme Court ruled that management employees who provide unsafe working conditions may be liable for amounts beyond workers' compensation awards if employees are injured on the job. The ruling arose out of two cases, one involving an employee of a Polk County trucking company who was injured when he fell asleep after being forced to drive excessive hours. The court found the employer grossly negligent and sent the case back to a lower court to determine damages. The case is significant because ordinarily a worker injured on the job connot obtain relief beyond a workers' compensation award. The court recognized that the company was not liable but found the managers liable under a Florida law that employees may be liable for injuries suffered by co-workers if their acts were grossly negligent.

Presser's Local Gives Sweetheart Deal

Ohio Leaseway Drivers Fight Over Jobs

"Teamsters vs. Teamsters" was the headline on the article in the May 5 issue of the Cleveland *Plain Dealer*. About 40 members of Local 392 and Local 407 were on the picket line against Leaseway. Crossing the line in Leaseway's trucks were members of Local 507, which is headed by Jackie Presser. The forty Teamsters work for Leaseway Delivery, delivering for Sears in northeast Ohio. They agreed to take concessions below the NMFA in recent years, but the corporation demanded more and more. Finally, Leaseway found a good ally in Local 507 officials, who apparently signed a sweetheart deal in April.

The Teamsters involved were asked in early 1987 to consider further concessions including: a $2 wage cut to $11 an hour; loading and unloading time done for free; give up a week of vacation and sick days and a cut in mileage pay on long runs. They refused to reopen their contract for these concessions.

On May 2, another Leaseway-owned operation, Trans-Cleveland warehouses, stole their jobs. The replacement drivers were new-hires and new members of Local 507, operating under a cut-rate, sweetheart deal far below even Leaseway's concessions demands.

The Teamsters from 392 and 407 have united to fight back. They picketed Sears until enjoined by court order, and picketed Joint Council 41 (headed by Presser). They have retained legal counsel to continue the battle for their jobs. Grievances are pending.

Referring to the Teamster slogan "People Helping People," 23-year driver Bob Semuga told a reporter "I don't think this is one of the ideas that this saying is supposed to convey—where one member is cutting another one's throat."

Jackie Presser has not reacted publicly, but the Teamsters involved report he sent a letter stating his embarrassment at the sweetheart deal cut by his BAs at 507.

Sears Linehaul Moves

The attempted theft of 40 union jobs by Leaseway comes at the same time that Sears linehaul operation, operated by Leaseway's Signal Delivery Service, has eliminated even more jobs throughout the Midwest. Consolidation of operations eliminated jobs in Chicago; Cleveland; Livonia, Michigan; Cincinnati and elsewhere. Work has been moved to Warsaw, Indiana and Columbus, Ohio, with a few jobs going to Lansing, St. Clair, Pennsylvania and Kentucky. Only half of the nearly 209 linehaul jobs eliminated were offered to drivers.

Photo courtesy Cleveland Plain Dealer.

Leaseway Teamsters from Locals 407 and 392 have had to fight to stop their jobs from being stolen by drivers hired under a special sweetheart deal given the company by—you guessed it—Presser's Local 507. Above, one picketer was hit by a truck.

Cincy Roadway Drivers Challenge Discipline Over Outrageous Running Times

Cincinnati Roadway drivers are working to stop Roadway from giving trips ridiculously short running times. The company's policy of disciplining drivers who run over assigned times was recently challenged in a grievance filed by steward Mike Campanella.

Campanella was fired for refusing a trip that would have put him over hours and also caused him to miss a grievance hearing. With the help of Local 100, his case appeared before the committee and he was awarded his job back. At the same time, the committee made it clear that they were tired of hearing cases involving the running times. They threatened Roadway, "If you don't take care of your running times, we'll come to Cincinnati and take care of them for you."

With the help of TDU attorney Julie Fosbinder, Campanella has also filed charges with the NLRB over the company's harassment.

Drivers tell of runs with impossible running times, like Cincinnati to Nashville, a trip of over 300 miles, that is supposed to be run in less than six hours. Cincinnati to Hagerstown, a 415 mile trip, has a scheduled running time of nine and a half hours. When the Roadway terminal manager ran this trip he was 45 minutes over.

One of the most glaring examples of the company's arrogance is their scheduled running time of ten hours, thirty-six minutes to Chicago Heights and then Toledo.

Campanella and others have filed a number of grievances over the disciplining of drivers, all of which are now pending. He also has a message for top Roadway management: "Come to Cincinnati and talk to your terminal manager. He's trying to destroy the drivers' morale, and is doing the company no good."

Court Rules Against Right To Mailings

In May, the U.S. Court of Appeals added another decision to the growing list of rulings against unions and union members when it ruled against Teamster members' right to do contract mailings. This right was won at the District Court level last year as a result of the *Carothers v. Presser* case.

Union members already have the right during local union elections to do a campaign mailing at their own expense, to every member. TDU's opinion is that because contracts are every bit as important as local elections, pro and con views should be available to the rank and file. In the *Carothers v. Presser* case, the U.S. District Court agreed with this view.

Although the Court of Appeals decision ruled against a blanket right to do a mailing, it did leave the door open in the event Presser or other officials send out misleading or hard-sell contract materials to members. TDU attorneys are currently reviewing the court's decision, considering further appeals and preparing to take appropriate action if proper voting procedures are not followed in the upcoming UPS contract vote.

The Court of Appeals decision was written by Harry Edwards. His occupation before appointment to the bench? You guessed it: a management attorney in labor relations.

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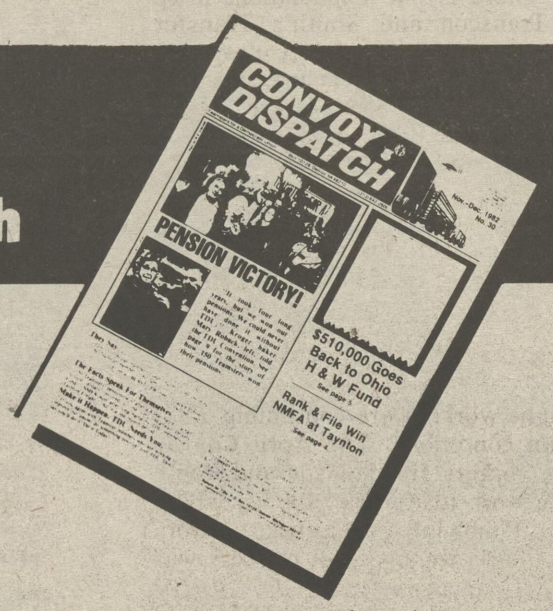

Every month tens of thousands of working Teamsters depend on *Convoy Dispatch* for hard news on the union, special educational features, and updates on the progress of the rank and file movement.

But they don't get it at a newsstand or drugstore. They get it from a Teamster like yourself who is willing to help keep other Teamsters informed by distributing copies each month.

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(Names are kept confidential from employers and union officials.)

Unraveling the PIE Legal Mess

No Benefit from Chicago PIE Settlement

The lawsuit filed in Chicago by Robert McKersie against Maxitron and International Utilities (IU) has been settled and the terms made public. Details indicate that PIE Teamsters in the Employee Stock Investment Plan (ESIP) will benefit little, if at all, from the settlement. In addition, Teamster attorneys, PIE, Maxitron and IU have tried to use the Chicago settlement as a way to stonewall the *Russell v. IU* suit filed in Florida.

As a result of the settlement, Maxitron and RPN have agreed to repay PIE roughly $7.8 million. This will be done gradually, with Maxitron redeeming not less than 500,000 and not more than 1,000,000 shares of stock on December 31 in 1987, 1988 and 1989. The balance will be paid on December 31, 1990.

An undisclosed number of stock shares redeemed in 1986 are also part of the agreement, with 50% of the proceeds from that sale paid to PIE. For the payments from 1987 to 1990, Maxitron will only have to pay PIE 40% of the proceeds.

Here is the catch, and it is a major one: *if the appraised value of the stock is less than $3.00 per share, Maxitron is not obligated to redeem their stock and repay what they owe PIE.* The last appraised value of the stock was $1.35 per share, indicating that it is very unlikely that Maxitron will have to repay the money.

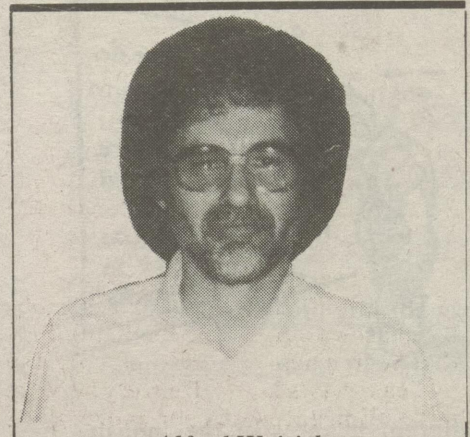
Is justice served by the settlement? Not for PIE Teamsters, but the story is different for the corporate scoundrels who masterminded the whole deal in the first place. As a result of the settlement, Maxitron directors Jansen, Granet and Krakower will receive aggregate monthly payments of $83,000.

The attorneys and Teamster National Negotiating Committee received $70,000 for their part in bringing about the settlement.

Upon announcement of the settlement, Dennis Russell and Jerry Abbott corresponded with the plaintiffs in the Florida suit outlining the details of the settlement and including a form for those involved to stay out of the Chicago settlement. IU, PIE, Maxitron and Teamster attorneys, taking advantage of the technicalities of the law, moved to stop them from communicating with their attorneys. Quick action on the part of the attorneys in the *Russell v. IU* suit severely limited the injunction.

The Teamsters Union alleged ERISA violations, securities fraud, and other wrongdoing and yet have settled on an agreement that does not adequately repay Teamsters in the ESIP. In fact, the union backed the implementation of the ESIP, and stated in a letter circulated to PIE employees that the ESIP was "on the up and up."

The union has settled on an agreement that basically shields IU and Maxitron from paying for their shady activities. It fails to refund any money to ESIP participants, and fails to give employees the right to purchase stock through their ESIP and gain control of the company, as originally promised by IU. Finally, it fails to take IU or Maxitron out of the picture at PIE. IU still holds a lien on PIE's valuable equipment, real estate and revenues, while Maxitron still controls the majority of PIE stock.



Alfred Weirich
PIE
Local 85, Richmond, California

For several years now, I have been reading the TDU newspaper. Practically from the beginning I felt that here, perhaps, was that "better way" I was looking for. I've been meaning to join TDU for years, if for no other reason than the informational value of Convoy Dispatch. But somehow, probably like thousands of others, I just never got around to it. Well, for me the time has come!

I never could understand, even aside from all the crime he has committed and how bitterly galling it is for me to consider some of the hard-fought conditions that we, as Teamsters, used to have—how anyone could have any confidence in a man who, in his mid-60s, still goes by the name of "Jackie."

Carhaul DOT Drug Tests Stopped

On May 20, the international union and carhaul management finally admitted that TDU has been right all along when they agreed that current DOT regulations do not require mandatory drug tests. The national carhaul committee bulletin says, "an employer signatory to the ...Agreement may not make mandatory a drug screen until such time as same is required by law."

Ryder System management in some areas has demonstrated its contempt for the union and the national grievance committee by continuing to insist that drivers take drug tests along with DOT physicals. Drivers who refuse are being given 60-day extensions on their DOT certifications. TDU members and attorneys will keep the pressure on until this violation is also ended.

Adoption of regulations on drug testing are being considered by the DOT and Congress.

Freight Lines

Carrier Profit Drop Reflects Heavy Discounting.

Several carriers have announced profit losses (compared to 1986) in the first quarter even with increases in revenues. There is one explanation: price discounting. In stockholders reports to Transcon and Smith's Transfer employees, the problem of price discounting was made absolutely clear. Joe Hall, CEO of Transcon, said, "Discounting of rates has reached alarming proportions. Several of the very largest carriers are locked in a pricing battle that is threatening the long range profitability and viability of a large portion of the industry." Transcon's prices fell 2.4% in spite of a 5.5% rate increase granted in April, 1986.

J.F. Gilbert, CEO of Smith's Transfer, concurred by saying, "Price discounting is our largest single problem." Preston, ABF, PIE and even Overnite Express all saw drops in total profitability in the first quarter and all mentioned discounting as the problem.

Aurora Fast Freight Workers Continue Fight For Contract.

Milwaukee, Wisconsin Aurora Fast Freight workers are continuing their struggle to win a union contract and union conditions. The April *Convoy Dispatch* reported on the efforts of Aurora workers Jim Stenson and Robin Richard to stop the diversion of Milwaukee work to Aurora, Illinois, where Local 423 had signed a substandard contract. Following a 1985 strike, Aurora owner Terry Hartmann told Milwaukee and Peoria workers that no work was available.

On June 9, a meeting was to take place between Jack Yaeger (IBT Freight Director), officials from the locals and Hartmann to resolve the issue. Reportedly, Hartmann never showed up at the meeting. In the meantime, he had sent a letter of recall to Milwaukee workers.

Now the workers are in the position of leaving other union jobs (mostly as 70%ers) to return to Aurora where they will make only $9.75—all in the hope that the contract will be signed and their former positions at Aurora secured.

Charges filed by Stenson and Richard with the NLRB were accepted and a hearing is now scheduled for July 27. At that time, Hartmann will have to answer for the union-busting tactics he has used to cheat these workers out of their livelihood and decent wages.

Roadway Shakes Up Top Management.

Charles Zodrow, Chairman and CEO of Roadway Services announced he will be retiring on October 31 of this year, after a 5 year stint as top dog. Zodrow also serves as President of the company's largest subsidiary, Roadway Express. He will be replaced by Joseph Clapp, Roadway Services' Vice-Chairman. A number of other changes were made in what appears to be a major management shakeup.

Red Star Bought by Australian-Based TNT.

TNT Ltd., an Australian-based transportation conglomerate, added Red Star Express Lines to their fleet of American carriers on May 26. TNT owns 26 North American freight companies including TNT Pilot, TNT Holland, and TNT Bestway. The acquisition of Red Star gives TNT a large presence in New England and the Mid-Atantic States, complimenting their service with Holland in the Midwest, Pilot in the Southeast and Bestway in the West.

Red Star is one of the 50 largest freight companies in the country with a consistently large profit margin and low operating ratio. Red Star had $120 million in revenue in 1986 and made $8.6 million in profit.

Chicopee CF Backs Down on Doubles Pay Ripoff.

CF has been accustomed to getting their way at their Chicopee, Massachusetts breakbulk since it opened in 1982. Contract violations have been rampant and grievance victories few and far between for the members. In April, problems with correct pay for doubles were addressed by a grievance submitted by Local 404 member Ron Easton. Deadlocked at the New England level, the grievance went to the Eastern Conference committee. The committee ruled in favor of Easton, much to CF's amazement. Aggravated by this and probably in retaliation, CF management then tried another trick. They stated that a "bona fide error" had been detected and that they were going to reduce the rate for pulling doubles from 38c per mile to the 35c paid for five axles! To add insult to injury, they demanded that the difference be paid back to them for the period of April 1, 1985 to the present. They tried to justify this "unarmed robbery" through Article 6 of the national freight contract.

Needless to say, this little trick didn't work. On May 22, CF backed down and started paying the correct rate for doubles again. Perhaps it isn't too late for an old dog to learn some new tricks, like living by the terms of the contract.

What's the Real Story?

Fact & Fiction in "Focus On Freight"

Freight Teamsters are already expressing concern over the next National Master Freight Agreement, which expires March 1988. Although negotiations are six months away, Teamsters employed at major carriers are already being hit by a barrage of corporate propaganda. This campaign is sure to escalate as the contract nears, and means that rank and file preparations for the contract should begin earlier than ever. The freight committee of TDU has set the TDU Convention on October 10-11 as the site of a national contract meeting to determine strategy. To make that meeting as effective as possible, we are starting discussion of major issues now with this article and will be following up with a survey.

The Joint Committee on Industry Development (TMI employers and IBT National Negotiating Committee, appointed by Presser) is already making clear their intentions on the contract. It claims the corporations and union must cooperate to save jobs. And who can be against cooperation? No one. But are the largest carriers really cooperating? Is cooperation defined by creating non-union divisions as fast as they can, like CF which is now the second largest non-union LTL operator in the country?

We've seen cooperation. We cooperated and gave the employers the two-tier 70% wage, the second-class rate for Teamster casuals and more. Presser told us this would save jobs.

But now there is no excuse for not seeing through this trick of cooperation. The job of our union officials should be to cooperate with the membership, not with the corporations.

Double Talk and No Facts

Reading *Focus on Freight* does not give freight Teamsters much accurate information. No facts and figures are given to back up their claims, for one simple reason: most TMI carriers are highly profitable. In fact, we get two

different pictures of the industry by comparing what they tell us in *Focus on Freight* with what the industry tells itself. For example, in the American Trucking Association's report *1986 Financial Analysis of the Trucking Industry*, they state that:

The 1986 performance of the largest general freight carriers vividly indicates the superior position and presence they have achieved in the industry. Tonnage has grown by 3.6%, almost double that of their peers in Class C-1. Mileage was up 7% which is more than double that of the C-1's 3% mileage growth...operating profits have increased 89% with expense increases held under 6%. 1986 as a whole will have the best result achieved to date in the 1980s and can provide the springboard for enhancing overall financial posture to weather any potential downturns and simultaneously maintain financial strength.

While TMI companies pat each other on the back, they are feeding Teamster members double talk in *Focus on Freight* that we must "cooperate" (read: give them more).

What Will They Want in 1988?

The ATA report also gives some insight into the companies' love for two-tier wages and low-rate casuals. Commending these concessions, the report states that:

The 1985-88 labor contract provided a modest increase in basic wages...but significant offsets to this wage escalation were generated by the lower wage rates for new hires and casuals. Those carriers with real growth had more advantage from a greater proportion of new hires.

So a major goal of the carriers will be to keep these concessions and extend them. For example, they want a road casual rate, which TDU is fighting at this time.

Flexibility is also certain to be high on the carriers' bargaining agenda. In January, TDU revealed a Preston Trucking letter to the TMI Contract Review Committee (see *Convoy Dispatch #67*). It also disclosed much that you will never read in *Focus on Freight*. Donald Hargett, head of Preston labor relations introduced the letter with the remarks that:

....maximizing equipment, facilities and people-utilization, although always a goal, will be critical in the future.

The letter goes on to outline a wish-list of dangerous concessions, like one quarter hour compensation for drops-and-hooks, elimination of premium pay for road drivers working into or out of holidays, provision for 8 pm Sunday start-times, use of road drivers for drop-and-hook work at terminals (regardless of city personnel) and even the creation of combination classification bid to include dock, city and road. The list goes on and on. Whether Haglett's dream contract comes true will be up to us.

What About Wages?

Initial proposals talk about "exploring alternatives to traditional wage increases, and coming up with some type of performance-related package." So bonuses, profit sharing, more ESOPs and other schemes are under consideration.

Cutting through the double talk in *Focus on Freight* is important, but still only one of the jobs before us. Getting organized, targetting our own contract demands and building TDU membership in freight all must be taken on if we are going to be able to stop further concessions and win some positive contract changes. The international union and employers are busy cooperating with each other. While they cooperate we need to coordinate.

Stop Concessions
Save the Freight Contract
National Contract Meeting
October 11, 12
TDU Convention
Windsor, Ontario

Targetting the Key Demands for 1988

1. No more concessions. We have given more than enough to the TMI corporations. In return they financed non-union divisions.

2. Bring all up to scale—no more second class Teamsters. End the two-tier new hire rate, and the low casual scale. Provide that no ESOPs can be imposed without bargaining and a secret ballot vote.

3. Stop double breasting, use of brokers, and organize the unorganized. Since the last contract and all the talk about a stronger Article 32 to stop double breasting, we've seen CF add two more non-union divisions, Roadway buy another and Preston get into the non-union game, all at the expense of Teamster jobs. The union should demand that all non-union subsidiaries of the TMI carriers come under the contract, and back it up with the possibility of a targetted strike against carriers who refuse.

ATA's own figures show that use of brokers and leased transportation has increased dramatically. The only way to stop non-union competition completely is to organize. One idea would be to negotiate a voluntary check-off of $1 per month or week (like DRIVE) to go into a special organizing fund.

4. Restore COLA and benefits. We need a cost of living clause now that inflation is climbing up again. And we need adequate increases in benefits and pensions.

5. Modify or dump drug testing procedures. Either dump it altogether, as TDU has successfully done in the carhaul contract, or change it to protect the innocent by: 1) Providing an automatic second test if the first comes back positive, or rehabilitation after a positive test, as other union contracts provide; 2) Raise THC level to 100 nanograms, like the military, to cut down on false-positives; 3) Stop the random testing due to "probable suspicion." Change to "probable cause" with clear standards.

6. Provide protection for work rules, dispatch procedures. Big carriers are negotiating special deals by playing one local against another or stealing conditions through grievance committees. We need company-wide standards with minimum protections and no changes without a secret ballot vote of affected employees.

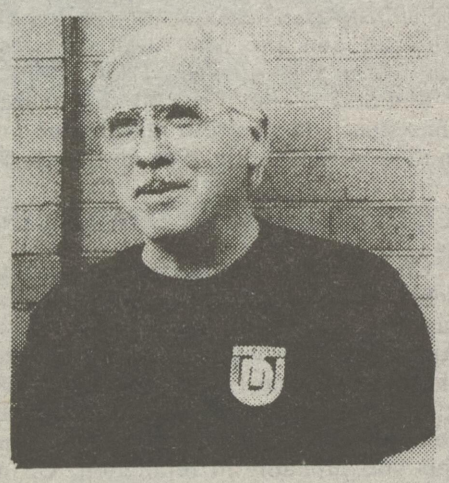
7. Stop productivity harassment. Specific language is needed to stop discipline over productivity, use of secret surveillance, etc.

8. End the abuse of casuals. End the second-class wage rate. Provide contract rights for casuals, and end the concession of 1985 which allows casuals to work for years without making seniority.

9. Innocent till proven guilty. Teamsters should be kept working until their case has been resolved through the grievance procedure. We also need the right to an impartial arbitrator on all suspensions and discharges.

TDU T-Shirts Available!

Summer is here and it's T-Shirt weather. We have new T-Shirts that display the TDU emblem on the left front of the shirt. They are stylish, durable and let you show your pride in TDU. Price is only $6.00. Order yours today!



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Return to: TDU, Box 10128, Detroit, MI 48210

12th Annual Rank & File Convention!

Plans For 1987 TDU Convention Underway

Plans for the 1987 Rank and File convention got into full swing when the TDU Steering Committee kicked off a discussion of convention agenda, facilities and costs at its June meeting. This year's convention will take place on the weekend of October 9, 10 and 11 in Windsor, Ontario — located right across the river from Detroit, Michigan.

Getting to the convention should be no problem, whether you are driving or flying. Inexpensive flights are generally available into the Detroit Metro Airport. Planning ahead will ensure that you get the least expensive flight.

Convention costs are in line with last year. The registration price of $79 covers meals, all materials and the Saturday evening banquet.

Why should you make plans to attend the 12th annual TDU Convention? Members who have attended in the past know there are many reasons why the convention is a great experience. But if you have never attended, here are some reasons to be on hand in 1987:

Unionism and Solidarity. The labor movement and our union are facing tough times. Sometimes it is hard to find the spirit of unionism and even harder to stay energized, encouraged and active. The rank and file convention is a place where solidarity, union spirit and commitment come alive. Recharge your "batteries" by meeting other concerned Teamsters, hearing great speakers and setting TDU's direction for 1988.

Education and Information. There is no other place that rank and file Teamsters can turn for the extensive education and information provided at every TDU Convention. Top-notch labor attorneys and educators will be present to conduct workshops and meet with you during the convention weekend. Workshops currently under consideration by the TDU steering committee range from Labor History to Running for Office, DOT Regulations, Contract Organizing and others. A central part of every convention are the jurisdictional meetings and this year will be no exception. Plans are in the works for freight, carhaul, office workers, grocery, UPS and others.

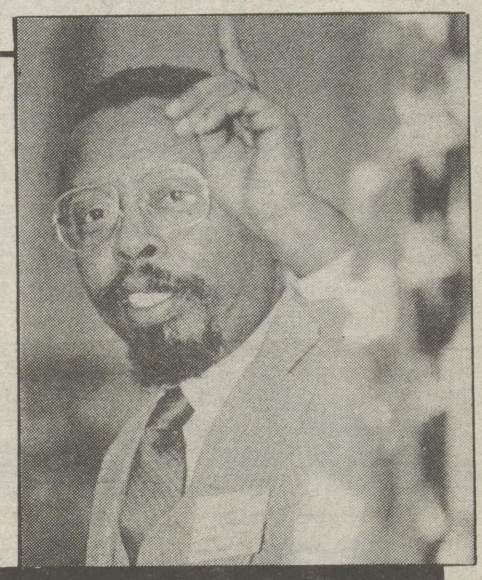
Contract Organizing. Contract organizing meetings will take place for carhaul and freight Teamsters to set the stage for the 1988 national contract organizing. This is the only opportunity for freight and carhaul Teamsters to discuss issues, set goals and share information.

Winning the Right to Vote. Recent events have shown that new opportunities are on the horizon for us to win the right to vote. This year's convention will play a big role in expanding our work and in showing the Justice Department, media and American public that we will not stop until we win a democratic union.

Setting TDU's Direction. The convention is where our goals are set, our constitution is revised and our leadership is elected. Make sure your voice is heard.

These are just a few of the many reasons why you should consider attending this year's rank and file convention. For more information, use the coupon on this page to contact us.

Save the Date
October 10-11, 1987
Hilton International
Windsor, Ontario
(across the river from Detroit)



12th Annual Rank & File Convention!

TDU Presents Labor's View on Drug Testing to Congress

On June 11, TDU attorney and drug testing expert Barbara Harvey testified before the House Government Information, Justice and Agriculture Committee regarding the need to establish federal standards for drug testing labs and for the use of drug tests by employers for discharges.

Virtually all members of the Committee were present for Harvey's testimony, which dealt with the problems of unjust discharges in the trucking industry. Most of the Congresspersons were absent later when the Department of Defense and others testified. The IBT was invited to testify but did not show up.

IBT headquarters in Washington called Congressional staff to threaten them with non-cooperation and denunciation if they let TDU testify on the problems with drug testing and safeguards needed. This has happened before over testimony on safety legislation we drafted, for pension reform, against de-regulation and so on. The threats always fail. Even more important, imagine how thug tactics like this by our officials look to people on Capitol Hill.

Standards being considered for drug testing labs include confirmation testing of all samples, split samples for protection purposes, blind-testing of labs and an established nanogram level for various drugs (such as 100 nanograms for THC/marijuana). The Teamster drug testing program includes only the first of these safeguards.

Harvey argued for worker protections and for no discharges on the basis of testing alone. The international union has recently shifted its stand and adopted TDU's (in complete contradiction to the existing Teamster program). Interestingly, even business groups like the Chamber of Commerce seem to grant this position. Harvey told us, "The position we advocate is getting adopted by every responsible group that has studied drug testing."

Detroit TDU attorney Barbara Harvey.

Harvey was questioned by the Representatives about how TDU would feel about the federal government setting voluntary guidelines instead of standards. She told them that the D.O.T. has already adopted one voluntary guideline (a minimum level of 50 nanograms for positive result) which the trucking industry and the IBT program has totally ignored, so there is no reason to believe that the trucking industry would respect any other voluntary guidelines. They seemed convinced of the need for legislation.

Send Me Convention Info

☐ I am interested in attending the 1987 TDU Rank & File Convention. Please send me more information.

☐ I am interested in helping to building this year's convention. Please contact me to let me know what I can do to help.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Local _____

Lancaster Meeting Sets Strategy

Solidarity was the word at a June 13 TDU meeting near Lancaster, Pennsylvania when over 50 Yellow Freight Teamsters turned out to discuss and come up with some answers to problems at their terminal.

Barstow, California TDUer and Yellow Freight worker Scott Askey flew in for the meeting to share successful strategies used by Barstow Yellow Freight Teamsters at their terminal. Also on hand were a number of Central Pennsylvania Roadway, CF and PIE TDUers.

According to Local 229 members, Lancaster Yellow Freight management is quickly becoming famous for the "terrorist tactics" they are using. Harassment is on the upswing and working conditions on the decline.

Recently, Yellow management moved to eliminate bids for the yard jobs. When an unusually high number of absentees followed, management suspended seventeen members for three weeks and fired one outright.

As a result of the meeting, twenty members signed on to a strategy committee that will set up plans for stopping Yellow's terrorist tactics once and for all.

Protect Your Future – Join TDU

Office Workers are Treated Like Second-Class Citizens

Wanda Ellerman
Office, Yellow Freight
Local 63, Los Angeles

The trucking industry was organized extensively by the Teamsters Union beginning in the 1930s and 1940s. Office workers in the industry came on board later, in the '50s and '60s. The process started slowly and unevenly, and depended on support from the various local unions.

Local 357 in Los Angeles was the building block for the largest office supplement to the NMFA, covering the 11 western states. Some office workers in the South are under the NMFA, and in Michigan there is a statewide supplement. But in all other areas office workers are under white paper contracts. The situation for office workers at UPS, carhaul and other trucking companies is even more mixed up. There are no uniform expiration dates, wages, fringes or protections in changes of operations. In fact at UPS, some clericals are non-union and others, as in Cincinnati, are affiliated with other unions.

As a result of this situation, office workers in our union have been put in a second-class position. The companies are well aware of it and are constantly attacking our contracts and jobs and conditions.

What are the main problems with the office agreements? The companies have attempted to: 1) destroy and combine job classifications, the backbone of the agreement; 2) centralize some jobs (rate clerks, cashiers, some billing) into non-union areas; 3) introduce new technology and computerization with no language for job protection and training; 4) introduce a two-tier wage system and discriminatory practices that have resulted from it. In fact, the largest office supplement (Western), which should set standards, is the only one with a permanent two-tier!

While 80% of all Teamster office workers are women, the contract negotiating committees and grievance panels are 100% male on both the union and employer sides. Can there be justice in this system? Hardly, when we don't even have the right to vote on our supplements separately.

TDUers are beginning to set up an office workers contract coalition and organizing committee, to be convened at our October 10-11 TDU Rank and File Convention. I appeal to all Teamster office workers—freight, UPS and all others—to come to the convention. We need to join together to discuss and debate the issues, and take steps to improve, protect and unite our contracts. This is vital, if we are to have any impact on the upcoming contracts. If you cannot personally come to the convention, take up a collection and send someone. We can unite, and can make a difference. See you there.

Wanda Ellerman, Local 63, Los Angeles, and co-chair of Los Angeles TDU.

First Victory in Road Casual Pay Ripoff

For nearly two years now, TDU has been working to end the illegal "road casual rate" which freight carriers are paying in the Southern Conference and much of the Eastern Conference. On June 12, the NLRB ruled that, "The parties (to the NMFA) did not discuss either the application of any casual employees' hourly rate of pay into a mileage rate of pay in either NMFA or Eastern Conference supplemental negotiations.." They are still investigating the Southern Conference negotiations and a decision is expected soon, our attorneys were informed on June 15. This is a victory for thousands of Teamsters, worth millions of dollars. Hopefully, the decision on the Southern Conference will be as favorable.

The decision came weeks after TDU attorney Arthur Fox asked the general Counsel of the NLRB to investigate why this matter was taking so long, and some ten months after it first went to the NLRB.

All drivers who have been paid "road casual rates" in the East should immediately contact their steward and/or BA to ask to be made whole for all money lost since April 1, 1985. BAs, stewards and local unions should pursue this issue vigorously and independently, as many Teamster casuals who have not gained seniority status may be understandably afraid to rock the boat for fear of losing work.

On August 22, 1986, TMI signed a letter stating that all TMI carriers would place the disputed money in an escrow account, so funds should be immediately available. They may try to pay back only to August, 1986, unless your local filed a grievance prior to that date (which many did). However, you are owed all money that has been unlawfully, and in violation of the NMFA, deducted from your full rate of pay. Contact TDU for more information.

All casuals paid less than 100% of scale are owed back pay. A typical amount owed for a casual who had 100,000 pay miles over the past two years would be about $5,000, so we are not talking about pocket change.

This is a major victory. We thank the many Teamsters who have worked with us on it. It means not only that Teamsters should now be paid money rightly owed them by Roadway, CF and other carriers, but that management must now pay more for casual labor, and may be more inclined to add these abused drivers to the seniority list.

This is also a step toward eliminating the second-class, $12 an hour casual rate for local cartage employees from the contract in the 1988 negotiations. TDU is dedicated to achieving this larger goal as well.

GroceryBag

Denver Teamsters Support King Soopers' Strikers.

Teamsters at Kroger's King Soopers division in Denver showed what solidarity is all about during a recent month-long strike by 5,000 UFCW clerks and meatcutters. The company demanded wage cuts and concessions in benefits, holidays, premium pay and seniority, using the threat of "non-union competition" even though the Denver market is dominated by three profitable union chains—Kroger, Safeway and Albertson's.

With unemployment high in Colorado, the strikers faced a difficult battle. Teamsters in Locals 435, 452 and 537 honored the picket lines, and their support was essential in keeping the strike alive. The strikers also got good public support, reportedly up to 50% of King Soopers' customers didn't shop there while scabs minded the store. As a result of this support, the strikers won a contract which, while not perfect, defeated the company's concession demands on key issues such as vendor stocking. The company also failed in their attempt to slash wages and benefits by $2.75/hour.

This was the first strike in Colorado in recent years where the company didn't succeed in busting the union. Denver Teamsters deserve a lot of credit for putting their jobs on the line to support the UFCW. Local 435's contract with King Soopers comes up this fall, and the local has stated that they will expect a "fair and reasonable share" of the profits which they have earned for the company.

Meetings Set Over Kroger Pension Lawsuit.

In our last issue we reported that Kroger Teamsters under the Central States Pension Fund are preparing to take legal action, in light of the fund's refusal to give credit towards top benefits for years worked prior to 1971. St. Louis Kroger workers will meet on June 27 with attorney Ann Thompson, who is handling the case. Meetings will be held in other cities where interest is sufficient. For more information on this issue, and for a copy of the questionnaire which Attorney Thompson is asking interested Teamsters to fill out, contact the TDU office.

Green Bay Super Valu Members Stop Concessions.

Rank and file unity in Green Bay has defeated concession demands by Super Valu. By a 127-12 vote, drivers and warehousemen in Local 75 have approved a 4-year contract which provides a $300 bonus immediately, a COLA adjustment in October, and either a COLA adjustment or 50c raise (whichever is greater) in each of the next three years. The contract contained no concessions; company demands for a mileage rate for drivers, and a loss of holidays and personal days, were all defeated. Local 75 also stopped an attempt by Super Valu to freeze full-time wages for 5 years, at $14.31/hour for drivers and $14.01/hour for warehousemen.

The UPS Rank & File Daily Log Book

The new revised edition of the *UPS Rank and File Log Book* will help you keep track of all the details that affect your job at UPS, from DR stops, to road conditions, CODs, and total number of stops. The package car log book contains 30 categories, has room for your own notes, will help you protect your job and be better prepared at grievance hearings. Each book lasts 3 months.

Price: $2.50 each or $2.00 for 5 or more.

Send me _____ copies.

Name_____ Address _____ Local#_____

City_____ State____ Zip_____ Phone( )_____

Send your order to: TDU, Box 10128, Detroit, MI 48210

UPSers: Take Honest Look at Givebacks

Michael Selkman
Noon-Day Sort
Local 243, Detroit, Michigan

With our contract expiring in July, now is the time for all UPS Teamsters to take an honest look at all the concessions granted the company in the past and whether to vote to pass another inferior agreement.

One of the things UPS is likely to ask for is a form of two-tier for full time employees. Members of Local 243 in Detroit found out rather unexpectedly that this is already taking place in our Local. A rank and file newsletter, the *Right Idea*, reported that these low rate fulltimers were being hired with the blessing of Local 243, a claim they denied by saying they knew nothing about it.

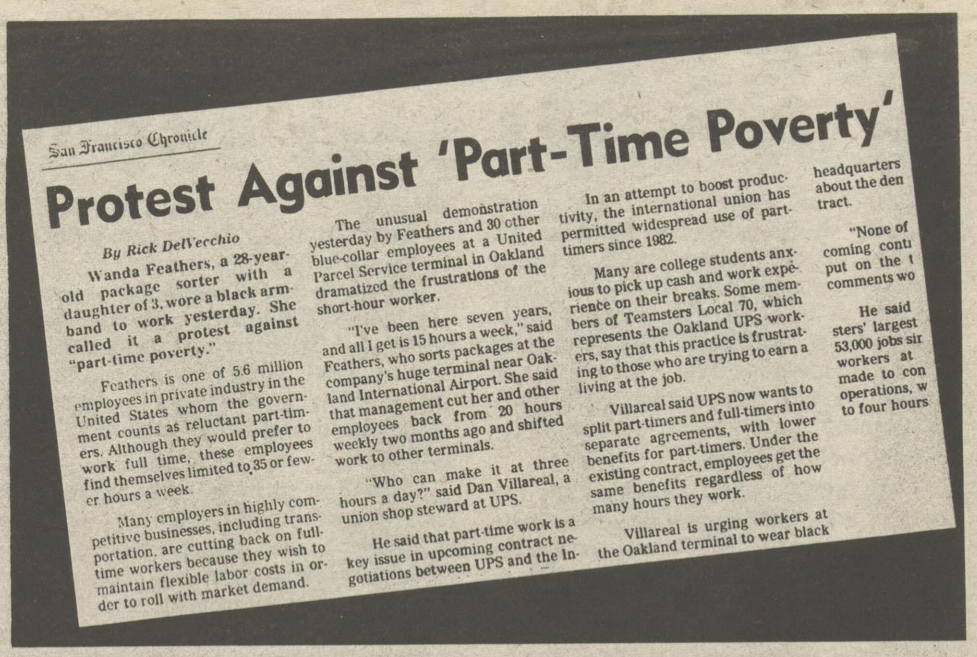
The Local 243 incumbent officers are up against formidable opposition with the RAFT (Rank and File Teamster) slate in next September's election, and many members think the denial is an attempt to discredit the opposition. If they did know of the hirings, it would show a basic disregard for members' seniority and interests. If they didn't know about it, it shows an overall indifference as to the state of affairs in Local 243.

Harassment is undoubtedly one of the top issues with all UPSers, yet language in the union negotiating proposals show nothing other than limiting package car rides for supervisors. In Metro Detroit UPS, new part-time hires are forced to sign a "Pre-Seniority Production Agreement" which locks them in at a "superman" pace, one which Local 243 will let stand as each employee's "proven pace" in discipline or firings.

Monetary gains for all UPSers are also very important. Our Union hierarchy, the same one the United States government hopes to replace because of their links to the Mafia, voted themselves a 100% Cost of Living Adjustment for 1987. Let's hope that they are as generous in their negotiations with UPS as they are with our dues. In 1986 UPS had a record $668 million in after-tax profits so there is no reason why financial benefits cannot be shared by all employees, instead of just the managers.

Two out of four of the major Presser-negotiated Teamster contracts in the last four years have been overwhelmingly defeated by a member vote. In each case the union said it was the best possible deal, yet came forward with better agreements after the no votes. UPS runs a slick PR campaign during every contract year, one which tries to make employees feel guilty of being anti-company if they vote no.

We cannot afford to let our business-minded union cram another concession contract down our throats. This is the year and the time to stand up as proud Teamsters and vote NO on any UPS contract that does not end two-tier completely, stop unreal production harassment, and include at least some modest monetary gains for the workers of one of the most profitable companies on earth.



San Francisco Chronicle

Protest Against 'Part-Time Poverty'

By Rick DelVecchio

Wanda Feathers, a 28-year-old package sorter with a daughter of 3, wore a black armband to work yesterday. She called it a protest against "part-time poverty."

Feathers is one of 5.6 million employees in private industry in the United States whom the government counts as reluctant part-timers. Although they would prefer to work full time, these employees find themselves limited to 35 or fewer hours a week.

Many employers in highly competitive businesses, including transportation, are cutting back on full-time workers because they wish to maintain flexible labor costs in order to roll with market demand.

The unusual demonstration yesterday by Feathers and 30 other blue-collar employees at a United Parcel Service terminal in Oakland dramatized the frustrations of the short-hour worker.

"I've been here seven years, and all I get is 15 hours a week," said Feathers, who sorts packages at the company's huge terminal near Oakland International Airport. She said that management cut her and other employees back from 20 hours weekly two months ago and shifted work to other terminals.

"Who can make it at three hours a day?" said Dan Villareal, a union shop steward at UPS.

He said that part-time work is a key issue in upcoming contract negotiations between UPS and the In-

In an attempt to boost productivity, the international union has permitted widespread use of part-timers since 1982.

Many are college students anxious to pick up cash and work experience on their breaks. Some members of Teamsters Local 70, which represents the Oakland UPS workers, say that this practice is frustrating to those who are trying to earn a living at the job.

Villareal said UPS now wants to split part-timers and full-timers into separate agreements, with lower benefits for part-timers. Under the existing contract, employees get the same benefits regardless of how many hours they work.

Villareal is urging workers at the Oakland terminal to wear black

headquarters about the den tract.

"None of coming conti put on the t comments wo

He said sters' largest 53,000 jobs sir workers at made to con operations, w to four hours

Oakland Protest Hits "Part-time Poverty"

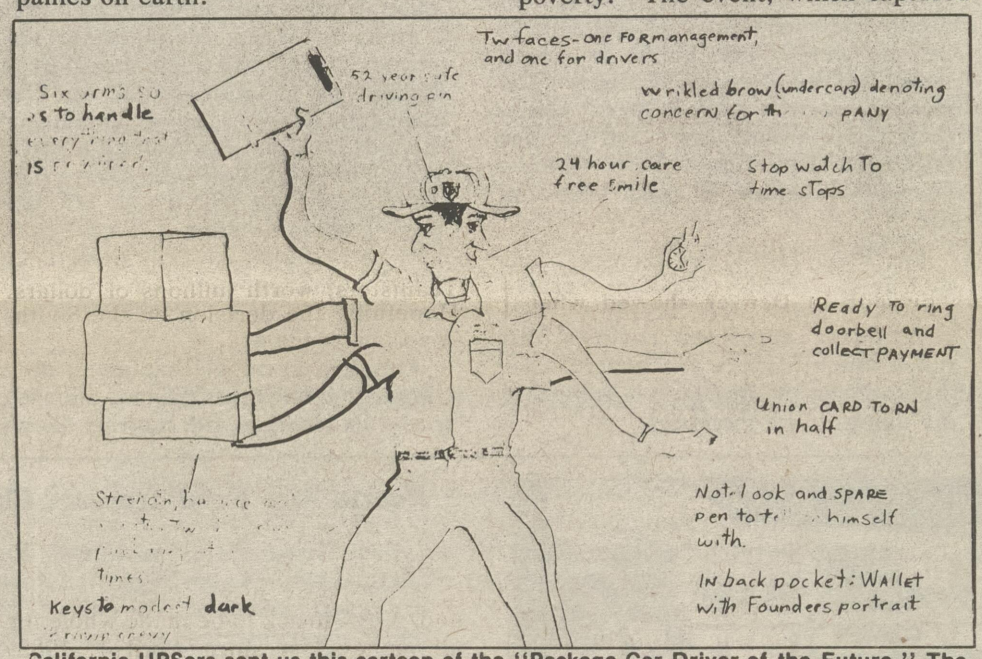
On May 15, over 50 UPSers at the Oakland, California center participated in a demonstration against "part-time poverty." The event, which captured attention from the San Francisco news media (see clipping above), was organized by Local 70 UPS Teamsters. Since then, similar "Black Thursday" protests have been carried out to call attention to other issues.

Flyers distributed before the May 14 protest stated that it was a "peaceful demonstration and concerted union activity to protest part-time poverty, two-tier wages, deteriorating working conditions and exploitive employment practices at United Parcel Service."

Protest organizers hit on the need for the creation of more full-time jobs. As they pointed out in their literature, "Our local and national economy and way of life are dependent on the stability of long-term, full-time, meaningful employment. Many corporations are selfishly participating in the socially-destructive trend towards part-time employment. UPS is one of the worst offenders."

Black armbands were worn by a number of the participants, who were also encouraged to put signs in the windows of their cars.

Now let's hope that there won't be a need for the black armbands after the UPS contract offer is revealed.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Six arms so as to handle
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24 hour care free Smile
Stop watch To time stops
Ready To ring doorbell and collect PAYMENT
Union CARD TORN in half
Not-look and SPARE pen to t himself with
IN back pocket: WALLET With Founders portrait
Keys to model dark

California UPSers sent us this cartoon of the "Package Car Driver of the Future." The cartoon caption reads: "In the near future competent genetic engineering will be a reality. Corporate management will no doubt join the ranks of government agancies and professional sports in using the resources to modify their workforce. Here is a rendition of what UPS will create as the Ideal Driver."

UPS and Downs

UPS Document Reveals Grievance Panel Strategy.

A document outlining a Labor Relations Workshop illuminates UPS' strategy on grievances and gives some interesting insights into company attitudes. The 32-page document sets out a format for a three day workshop conducted by UPS management for their supervisors. It covers the grievance procedure, how the panels work and how the company can present the best cases possible and win the most grievances. The workshop itself apparently includes mock presentations and exercises. For example: "Prepare company and union statements on Norris Noshow and Charlie Clutch."

Most interesting is the section on "Why a Panel?" It begins with reasons why the panel is so good: "Provides an *orderly process* (emphasis added) to settle grievances. *Develop a relationship* with union officials. *Slow down dissidents!*" Much of the rest of the document is nuts and bolts, showing us how seriously UPS takes its preparation, planning and strategy. Most of all it shows that the company is organized—something many top union officials have yet to learn. Copies of the document are available from the UPS Committee for a copying and shipping charge of $3.

NLRB: UPSers Have Right to Distribute at All Facilities.

In a very important ruling, the National Labor Relations Board (NLRB) has made it clear that you have the right to go to other UPS centers to hand out literature. Thanks go to Oakland, California TDUer Doak Jones and TDU attorney Paul Levy for their work on this case. Jones filed a charge with the NLRB after he and others were told by San Jose management that they could not distribute on the property of that center. Particularly at contract time, our right to get contract news to other centers is crucial. In the settlement, the company agreed that they would not "prevent off-duty employees from distributing union-related information in employee parking areas..." In a subsequent letter, the NLRB made it clear that this applies to "all employee parking lots, without distinction, regardless of whether they are at the employee's home base, or elsewhere." For a copy of this case, which is numbered 32-CA-8694, please contact the TDU office.

Alabama Feeder Drivers Fight "Lunch as Directed" Rule.

Montgomery, Alabama feeder drivers have taken action to stop UPS from forcing them to take their lunch breaks at UPS' convenience rather than their own. This practice by UPS, which has come up in many centers around the country, usually means that drivers are forced to take their lunch at a destination center, rather than along the way, or at a meet-and-turn point when the other driver is late. When Montgomery UPS put out bid sheets a new item was included in the courtesy column which read "lunch as directed." Concerned drivers organized a group grievance to counter this move. The Local 612 BA's response was to suggest that they wait until the contract was negotiated before pursuing the grievance, leading to a stalemate on the problem and making some wonder what purpose the current contract serves.

New Trustee Installed In Jersey Local 560

Last year, New Jersey Local 560 became the first union local in the country to be placed under a court-ordered trusteeship. Federal Judge Harold Ackerman appointed a local labor leader, Joel Jacobson, to head up the 8,000 member local. His job was to clean up the local which had been dominated for decades by Tony Provenzano and his family.

Last month, amid rumors that the judge was not satisfied with the progress made, Jacobson was removed and replaced as trustee by Edwin Steir, the former head of the New Jersey criminal division. Steir in turn appointed an associate trustee, Frank Jackiewicz, former Secretary-Treasurer of Teamsters Local 843 which represents Anheuser Busch workers in Newark, New Jersey.

Mike Sciarra, the former president of Local 560 (removed by Ackerman's decision) had made no secret of his intention to turn to office after the end of the 18 month trusteeship. Sciarra has a group called Teamsters for Liberty, which has done its best to undermine Jacobson and disrupt the local.

Local 560 TDU members report that many shop stewards allowed by Jacobson to stay in office circulated petitions asking for immediate elections. Those refusing to sign were threatened with discharge from their jobs, or worse. Jacobson's attempts to involve rank and file members were disrupted by Sciarra and his friends.

The first membership meeting conducted by Jacobson was attended by over 1000. Jacobson was practically heckled off the stage by Sciarra's friends. Many in the audience were too intimidated to protest.

Early in the trusteeship, Jacobson had announced his intention to involve rank and file members in the running of the local. He proposed committees to publish a newsletter, coordinate organizing and other activities of the local.

Although many volunteered to serve on the committees, there was no follow through. Some volunteers were invited to a meeting at which the main speaker was a representative of the International, but no other meetings were called. Workers who talked to Jacobson about organizing were told to organize on their own time.

In his decision removing Jacobson, Ackerman states that the trusteeship would be in effect as long as necessary, a clue that he would be willing to extend it beyond the original 18 month period. There is speculation that he may take further action against Sciarra. Shortly before the removal of Jacobson, wire-tapped phone conversations were made public in which organized crime figure Matthew "The Horse" Ianiello stated that "Mikey (Sciarra) is a good boy" and another organized crime figure, Steve Andretta, said, "Mikey, I trust with my life."

For now, Local 560 members are waiting to see how the new trustees perform. Some are skeptical that government appointed trustees can run a union; others are hopeful that this could be the first step in returning the union to the members.

Photo courtesy Mike O'Brien and the New Haven Register.

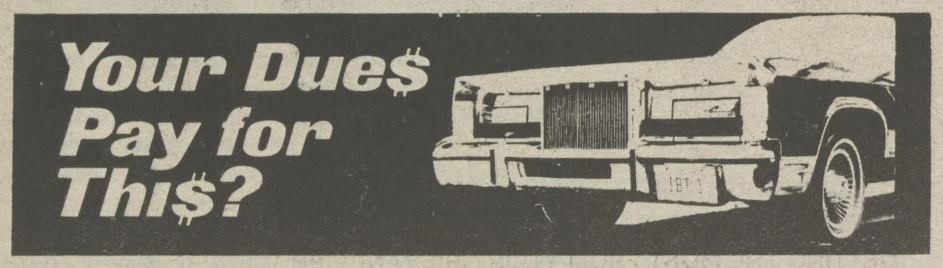
Vincent "Chicky" Pisano (right) outside the courthouse with his family following his conviction for embezzling funds from a Connecticut Teamster dental plan (see story below, left). Connecticut Teamsters have witnessed the conviction and guilty pleas of 15 union officials and dental plan administrators over the last two months.

Detroit Refuse Teamsters Meet To Build Unity & Organization

More Local 247 waste haulers are getting involved in organizing to defend their conditions from immediate threats and to strengthen their union in the waste industry. In March a group of Waste Management employees helped new union members at Reitzloff get a better contract. In May management at Laidlaw announced changes in work rules making it easier to fire members. Grievances were filed immediately. At first Local 247 said nothing could be done. Laidlaw members had heard that TDU helped out Waste Management and Reitzloff Teamsters, so they called TDU to get a second opinion.

Although Local 247 has given up a "management rights" clause allowing work rule changes, the contract allows the local to fight unreasonable changes through arbitration. Confronted with this information and with a petition from the members, Local 247 now says it will back up the members against these changes.

On Sunday, June 7, over 35 members from Reitzloff, Waste Management and Laidlaw met to discuss longer term strategy for strengthening their union and their contract. Several contracts expire next year and members discussed ways to coordinate bargaining to get the greatest strength and unity. A committee will be set up to survey conditions in the industry and report to all the members. A training conference is also being planned for members interested in running for negotiating committees.



Pisano Convicted, other Connecticut Officials Plead Guilty.

All 15 union officials, members and health fund administrators indicted one year ago in a Connecticut embezzling case have now been convicted or plead guilty to lesser charges. On May 13, a jury convicted New Haven Local 443 head Vincent Pisano for his part in the dental plan embezzling scam. Pisano and Carol Rizzieri, a dental plan administrator, had opted to fight the charges in court rather than plead guilty (as others, such as Local 191 head Anthony Rossetti, did). Pisano's defense relied heavily on character witnesses, such as New Haven Mayor Biagio DiLieto, and also the assertion that he did not keep a checkbook and let his sister keep track of his finances. Rizzieri also faces separate charges of conspiracy to defraud the government and making false income tax returns. That indictment alleges that she conspired with John D. Ardito, reputedly a high ranking member of the Genovese organized crime family.

Sentencing for Pisano and Rizzieri is scheduled for June 26. He faces a possible 35 year sentence and $5,000 fine. Rizzieri could be sentenced to 45 years and a $70,000 fine. Calls to Pisano's office by a *CD* reporter have not been returned.

Other Connecticut officials pleading guilty were Peter Susca, Secretary-Treasurer of Local 1035, George Lamontagne, President of Waterbury Local 677 and Phillip Guarnaccia, Secretary-Treasurer of Local 493. They will be sentenced on July 10. In addition toTony Rossetti, two other Bridgeport Local 191 officials pleaded guilty—business agent Joey Roberto and President Mario Salvatore. Roberto will be sentenced on July 6. Salvatore agreed to step down from his union position, never hold union office again and repay $5,000 to the health services plan. All of the sentenced local officers will also be barred from office for as long as 13 years, creating leadership openings in not only the locals but also Joint Council 64.

Puerto Rico Fund Trustees Charged with Bad Investments.

Four Trustees of the Puerto Rico Local 901 Pension Fund have been charged by the Labor Department with improperly investing nearly $7 million in a resort and casino. The charges claim that the pension fund suffered losses due to the investment and that the trustees violated the Employee Retirement Income Security Act. The act stipulates that pension investments must be diversified. The $7 million investment in the Resort and Hotel La Ceiba y La Fuente was reportedly more than 60% of the plan's net assets.

Central New Jersey Fund Swindlers Sentenced.

Three New Jersey men, including Local 701 founder Robert Coar, have been sentenced to four years in prison and fined $25,000. They had been convicted of conspiring to swindle $20 million from the Central New Jersey Teamsters Pension Fund. The two others convicted were Frank Scotto, a former official with the New York Motor Truck Association and Kenneth Zauber, former assistant deputy attorney general in New Jersey. Another defendent in the case, former State Senator David Friedland, allegedly faked his own drowning off the coast of the Bahamas in 1985 and has been a fugitive since then.

Teamster Mailer Officials Fined $96,600 Over Contempt.

Jackie Presser and his allies continue to attempt to raid the International Typographical Workers Union (ITU). As of May 15, Teamster rank and filers may have lost another $96,600 in the deal. On that date, the federal court in San Francisco found several Teamster-affiliated officials guilty of contempt of court in the union raid effort. The money may come out of the Teamster treasury.

Presser has already spent millions of dues dollars in the raid attempt, which began in 1983. First, the ITU rank and file elected (they have the right to elect international union officers) new leaders who were opposed to merger. Then in 1985, they rejected Presser in a 2—1 national vote. In 1986, they voted by 84% to affiliate with the Communication Workers of America (CWA). But a few mailer locals in the ITU had leaders who were strongly in favor of Teamster affiliation. Now our union is embroiled in various take-over attempts and legal actions, such as the one reported here.

TDU Wives: What's In It For You?

TDU has always been an organization for both men and women Teamsters. In fact, many of our leaders are women Teamsters. TDU also includes spouses, mostly the wives of male Teamsters. This year we've made a special effort to involve and hear from wives. In this issue we want to answer a few of the most commonly asked questions from wives about TDU.

TDU seems to be a man's organization. As a wife, where do I fit in?

It seems at first that TDU is a man's organization, because so many members are men. But increasing numbers of women are getting involved—both women Teamsters and wives of Teamsters. When you join you receive the same privileges and rights as your husband. You receive a membership card and, at the annual convention, your votes and views are just as important as anyone else's.

The women in TDU chapters can be responsible for a huge percentage of what happens in the chapter. Without them a lot of chapters would not have successful fundraisers or newsletters. In fact, with women's support, Millie Grant from Atlanta was elected to the International Steering Committee. You see, we count a lot!

My husband just joined TDU. What can TDU possibly provide that the union can't?

Honest information for one. TDU always provides members who call with any information we can, and if we don't know an answer, we find it.

Other things TDU provides for members are news bulletins. At contract time, a company depends on your not being informed. You are afraid your husband may go on strike and don't understand all the details. By keeping you in the dark the company affects your whole family. TDU helps you by keeping you and your family informed.

I feel isolated and don't know many other TDU wives. Where do I turn?

First, you may not know there is a chapter in your area. The Detroit office may be able to put you in touch with folks right in your town. If you are in an area that doesn't have a chapter, there is the TDU Wives Network, which is nationwide. We are working to expand across the country and keep in contact with each other. We want women everywhere to know there are others who care. If you think TDU is important, or just want to know more about us and what we do, you owe it to yourself to join us and find out what you can do.

Eastern Massachusetts/Rhode Island Chapter Sends Drug Testing Resolution to Presser

Tom Toegemann
Eastern Mass./Rhode Island TDU
Local 251, Providence, Rhode Island

On Saturday, May 9, the third general meeting of the Eastern Mass./ Rhode Island Chapter of TDU took place in Bridgewater, Massachusetts.

Drug Testing: Know Your Rights was the theme of this meeting. Featured were Amy Tabor, professor from the University of Rhode Island and Rhode Island labor and civil rights attorney, David Eagilman, professor from Brown University Medical School, and Barbara Harvey, Michigan TDU attorney and nationally respected expert on drug testing. A participative audience provided the meeting with hands-on experience in dealing with the dangers of drug testing.

Ms. Tabor talked about the intrusive behavior drug testing promotes and how it breaks down solidarity among union workers as well as those hoping to become organized.

Dr. Eagilman's talk centered on the contradictory ability of employers to order drug testing themselves without a doctor's prescription. Again, drug testing was seen as a power given management beyond the limits set by the government and the medical profession.

Keying in on Teamster drug testing, Barbara Harvey gave technical advice on how to protect oneself against false positive test results. Harvey's experience shows that the best defense against false positives are proper procedure with a steward present and a second sample taken.

Dave Robbins, Recording Secretary for the chapter, offered a resolution which was unanimously passed by the body and will be sent to Presser. It reads: "Be it resolved that considering Jackie Presser has now gone on record that members tested positive under the language of the freight contract, deserve an opportunity to rehabilitate themselves before discharge and that we Teamsters members have always maintained this, as have the overwhelming majority of experts in the field, we believe a program should be instituted allowing the Teamsters terminated under drug testing to have the opportunity to rehabilitate themselves and regain their jobs and seniority. We also maintain that the current program, as attested to by drug testing and medical experts, is unreliable and leaves too much margin for error and must be changed to protect the innocent."

TDUer is Cited For Service

Nick Kourambis, a founding member of TDU, was the recipient of the community service award of the Bergen County Central Trades and Labor Council in New Jersey. Nick is a former member of Teamsters Local 560. He became permanently disabled from an on-the-job injury.

As well as being active in the New Jersey TDU chapter, Nick also serves as the Assistant Director of the Bergen Labor Council COPE committee. Our congratulations and thanks to Brother Kourambis.

TDU Meets

Cincinnati
Kroger Pension Lawsuit Meeting
Sunday, June 28
10 am
Imperial House Motel North
1717 Glendale Milford Road
Cincinnati, OH

Florida Educational Conference
Saturday, June 27
10 am to 4 pm
Holiday Inn State Fair
I-4 and 50th Street
Tampa, FL

New England UPS Contract Meeting
Saturday, June 27
1 pm
Ridgefield Inn
(Exit 5 off Mass. Pike)
Chicopee, MA

New York City Metro Area
Barbecue
Saturday, July 25
Time and place TBA
For information, call (718)834-0631

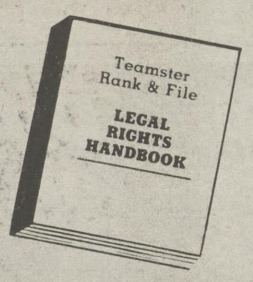
Southern California
For meeting information, contact:
Southern Cal. TDU
P.O. Box 1868
Lynwood, CA 90262

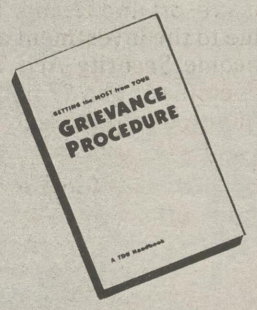
Springfield, MA Freight Meeting
Saturday, June 27
10 am
Ridgefield Inn
(Exit 5 off Mass. Pike)
Chicopee, MA

St. Louis
Kroger Pension Lawsuit Meeting
Saturday, June 27
1 pm to 3 pm
Ben Franklin Motel
4645 North Lindbergh
Bridgeton, MO

Get Informed — Order Educational Booklets from TDU

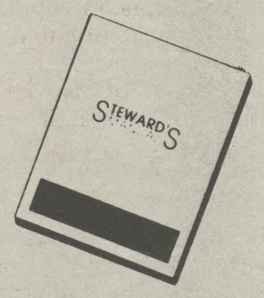
TEAMSTER RANK AND FILE LEGAL RIGHTS HANDBOOK. This comprehensive 312 page book was written by experienced labor attorney Ellis Boal and covers your rights in the union and at work, detailing the laws in easy to read language. Price: $7 each, $5 for five or more.





GETTING THE MOST FROM YOUR GRIEVANCE PROCEDURE is written for rank and file Teamsters who are looking for the best strategies to use in preparing, presenting and organizing around grievances. Price: $1 each.

STEWARD'S MANUAL is a comprehensive 30 page guide for stewards that was compiled from dozens of union steward's manuals and labor education courses. Special emphasis on building unity on the shop floor and in the union. Price: $4 each or $3 each for five or more.



Item	Price	# of Copies	Total
Teamster Rank and File Legal Rights Handbook	$7 ea.; $5 ea. for 5 or more	_____	_____
Getting the Most from Your Grievance Procedure	$1 each	_____	_____
Steward's Manual	$4 ea.; $3 ea. for 5 or more	_____	_____
		TOTAL	_____

Name _____

Address _____

City _____ State _____ Zip _____ Phone _____

Return to: TDU, Box 10128, Detroit, MI 48210

TDU's Proposal To The Justice Department

Instead of Trusteeship, Give Teamsters The Right To Vote

Since the beginning of 1987, a team of TDU attorneys has been investigating the legal repercussions of a possible government takeover of our union. Their findings and suggestions were extensively discussed by the TDU Steering Committee and then sent in a nine-page memorandum to the Justice Department on April 10. If the Justice Dpartment does proceed we are prepared to intervene in their lawsuit to propose our plan, which is aimed at the right to vote.

Our stand is that if the Justice Department is going to sue Presser and the General Executive Board using the Racketeer Influenced and Corrupt Organizations (RICO) Act, let it be to give the members a chance to clean up our union. The RICO Act provides that if an organization, business or union is found, beyond a reasonable doubt in a court of law, to be racketeer-influenced or controlled, that the court can order a "reorganization." The word "trusteeship" is not mentioned, though the media has led everyone to believe that it is the only option offered by RICO.

The Justice Department may be able to prove its case. Former IBT President Roy Williams has testified under oath that he was controlled by organized crime, that he received payoffs every month for following the lead of William Presser as a trustee of the pension fund and that employers brought suitcases of money to negotiations. He has also stated that Presser is more controlled by organized crime than he was. Presser was selected our union president in April 1983 in Scottsdale, Arizona by the 17 men of the General Executive Board. It was a divided vote. One of his votes was Salvatore "Sammy Pro" Provenzano, now in prison for racketeering. Another of his votes was Maurice Schurr, recently out of prison on a work-release program, after taking payoffs from grocery industry employers. It doesn't look good for the home team.

TDU is prepared to intervene in court if the government makes its move to argue that any "reorganization" of our union mandated by RICO not be a trusteeship, but a change in the union constitution to provide for the right to vote. This could be an excellent opportunity to win the right to vote for our top officers.

1. Join TDU Today

The future of our union is being debated in the halls of the Justice Department, on the front pages of newspapers across the nation and in the offices of the Marble Palace. Is your voice being heard?

The action being considered by the Justice Department, trusteeship, would not work. Giving Teamsters the right to vote for their top officers, would. Do you want a powerful and effective voice to intervene in court, in Washington and in the media on the side of the right to vote?

That voice is the TDU Movement. The battle for the right to vote can be won with the opportunity we have now—but only if we get the support of Teamsters who care. Don't be a bystander in the future of our union. Join TDU and help us make it happen.

Membership Application

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone ( ) _____ Company _____

City Road Dock Clerical Warehouse Construction Production
Other

___ $25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

___ $60 three year membership fee. ($10 of this shall be rebated to the local chapter.)

___ $15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

Check or money order Cash

Mastercard/Visa:# _____ Exp. date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

2. Write the Justice Department

Mr. Stephen Trott
Associate Attorney General
Main Justice, Room 4119
10th and Constitution Avenue, NW
Washington, D.C. 20530

Dear Sir:

I am a Teamster Union member. I am not a union official, but a working member who pays dues and knows the value of an independent, democratic union.

I am aware that the Justice Department is planning a lawsuit under the RICO Act that would remove top Teamster officers and replace them with trustees. I want to urge that instead of trusteeship, steps be taken to give Teamsters the right to vote for their international union officers. If given the chance, I believe that working Teamsters can clean up their own union. As it stands now, we do not have this right. Through the lawsuit you could make it possible.

Sincerely,

Above is a sample letter to send to the Justice Department. You may also want to send letters to congressional representatives. Following are addresses of some key representatives. Honorable Edward M. Kennedy, Chairman, Labor and Human Resources Committee, U.S. Senate, Washington, D.C. 20510; Senator Sam Nunn, Permanent Subcommittee on Investigations, U.S. Senate, Washington, D.C. 20510. To write your representatives, use the following addresses: The Honorable (full name), United States Senate, Washington, DC 20510; The Honorable (full name), U.S. House of Representatives, Washington, DC 20515.

TDU's Plan For Meaningful Elections:

Our plan of action, as outlined in the memorandum to the Department of Justice, includes details that would ensure a meaningful voting procedure for top Teamster officials:

- Every three years there shall be a secret ballot election of all Teamsters, one member-one vote, for all international officers.
- The first three such elections shall be monitored and supervised in all respects by the federal courts or other agency.
- The election for General President and General Secretary Treasurer shall be conducted "at large" throughout North America. The 16 vice-presidential elections could be separated to represent a compact and approximately equal in number grouping of Teamsters (about 100,000). Examples would be Canada, Ohio and Southern California. Only Canadian Teamsters would vote on that region's VP. Only Ohio Teamsters would vote on their VP and so on. This system would allow independent candidates a reasonable chance to win as they would not have to campaign all over North America and spend unrealistic amounts of money to get elected.
- Special editions of the Teamster magazine would be produced prior to elections with equal space for all candidates, so their views would be available to all members without impossible expense.

These rules have not been dreamed up out of thin air. They are drawn from those used in the United Mine Workers. They have been tested legally and in actual practice in that union.

It Worked In the United Mineworkers

The mineworker experience is enlightening. That union was run by a dictator, Tony Boyle. He rigged votes and even ordered the murder of Jock Yablonkski, who dared to say he would run against him. For good measure, he murdered Yablonkski's wife and daughter. The mineworkers organized a movement similar to TDU, Miners for Democracy (MFD). In 1972, they got the U.S. Department of Labor to supervise a one member-one vote election. Boyle was swept from office, and later convicted of the murders. The miners went on to rewrite their union constitution, and have peacefully and fairly voted in contested elections for top officers ever since. In the most recent election, the incumbent International President was voted out.

We feel Teamsters can do as well, if given the chance. And as Teamsters, we are fortunate to have a national, respected organization in place to fight for democracy and take advantage of the chance now before us. We will be there, in Washington, in court, in public and in the shops and terminals. Now is the time for all Teamsters to throw their voice and support behind TDU. We have the chance to win, but it will only happen with your support.